Randolph Air Force Base ◆ Texas

58th Year ◆ No. 32 ◆ August 20, 2004

Texan tots

PHOTO NOT AUTHORIZED FOR WEB DISPLAY

Matthew Walter, left, son of Capt. Andrew Walter, 562nd Flying Training Squadron, gets a T-6 Demo Team trading card from Maj. Paul Chapman during a static display of the T-6 for the Moms, Pops and Tots Tuesday. The play group, sponsored by the family support center, meets Monday and Thursday from 10-11:30 a.m. at the chapel center annex. The Air Education and Training Command West Coast T-6 Demonstration Team travels throughout the country and performs at air shows. The team performs locally Nov. 6 at Lackland Air Force Base. (Photo by Steve White)

Air Force recruiter awarded Purple Heart

By Bob Hieronymus Wingspread staff writer

"I never would have imagined that an Air Force recruiter would be needed in Iraq, but there I was in Baghdad when the car bomb blew up," said Master Sgt. Gregory Elmore, a training and standardization manager at Air Force Recruiting Service.

Sergeant Elmore received a Purple Heart medal in a special ceremony last week for wounds received during that incident on Feb. 11.

The sergeant, with a background of seven years in the recruiting business, was chosen in January as the one Air Force enlisted person to join a small team of American military recruiters from all the services to help the Iraqi army and police forces rebuild their recruiting programs.

"We had been in the country only 16 hours and were moving in a convoy when an improvised explosive device went off by the road. No one was wounded in that incident, but it really got our attention," he said.

The team immediately got to work



Capt. Pete Ellum, 319th Recruiting Squadron, left, and Master Sgt. Gregory Elmore, Headquarters Air Force Recruiting Service, survey the lines of potential Iraqi army recruits in Baghdad just three days before a car bomb devastated the same spot. (Photo courtesy of Sergeant Elmore)

organizing recruiting offices in Baghdad, Mosul and Basra.

"I was amazed at how many Iraqi men

were looking for the opportunity to serve their country. They really seemed to have a sense of wanting to do something

worthwhile," he said. "Some days we saw as many as a thousand potential recruits show up at our facilities and we had to determine what ranks and specialties they should be assigned."

Then on Feb. 11, a suicide bomber drove a car loaded with an estimated 500 pounds of explosives into the line of men waiting to see the recruiters. Forty-seven were killed and another 60 wounded in the blast. Sergeant Elmore and Capt. Pete Ellum, deployed from the 319th Recruiting Squadron at Portsmouth, N.H., were also wounded. They were saved from serious injury by the blast barriers that had been positioned between their offices and the

Sergeant Elmore said he was about 30 yards from where the car bomb went off. He received shrapnel wounds to his left arm and back and his left eardrum was ruptured. He was treated at the local American military hospital but three days later was back on the job. He said he still has some hearing loss

See **Recruiter** on page 5

12th FLYING TRAINING WING TRAINING TIMELINE

As of Monday **Pilot Instructor Training**

Squadron	Senior Class	Overal
99th FTS	1.0	1.4
558th FTS	-2.6	-1.8
559th FTS	-3.5	-0.2
560th FTS	2.6	1.4

Numbers reflect days ahead or behind for senior pilot instructor training class and an average for all PIT classes currently in

Navigator, EWO training 562nd FTS 563rd FTS

251 Undergraduate 54 Air Force 74 International 9 Navy International 4 EWC Course 0 38 Fundamentals 0 NIFT

Numbers reflect students currently in training. The 562nd shows source of navigator students. Air Force students include Air Force Reserve and Air National Guard. The 563rd indicates students in specific courses.

Wing Sortie Scoreboard

Aircraft	Required	Flown	Annual
T-1A	3,706	3,635	4,383
T-6A	8,062	8,449	9,103
T-37B	6,899	6,638	7,508
T-38C	2,329	2,348	3,612
T-43A	1 027	1 084	1 160

The required and flown numbers reflect sorties since Oct. 1 2003. The annual numbers are the current fiscal year target

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AIR AND SPACE EXPEDITIONARY FORCE

As of Monday, 189 Team Randolph members are deployed in support of military operations around the globe.

The Randolph

WINGSPREAD

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Articles may also be sent by e-mail to wingspread@randolph.af.mil or by fax at 652-5412 or base ext. 7-5412.

For more information about submissions, call 652-5760 or base ext. 7-5760.

Commander's Action Line

Call 652-5149 or e-mail randolph.actionline@randolph.af.mil

While our goal is to provide the best programs, products and services to our customers, there will be instances when people believe we could have served them better.

In those cases, I ask the individual to first contact the responsible organization to allow the unit commander or manager an opportunity to ensure professional and impartial treatment.

When those officials are unable to provide satisfaction, the individual may contact me through the Action Line. I will ensure each Action Line call is looked into and a reply is given by telephone or in writing. I ask callers to include their name and telephone number so we may send a personal response.

Col. John Hesterman 12th Flying Training Wing commander

Agency contact numbers

Security Forces 652-5509 652-5971 **Services Civil Engineers** 652-2401 **Transportation** 652-4314 **Military Pay** 652-1851 **Civilian Pay** 652-6480 **Safety Office** 652-2224 **Housing Maintenance** 652-1856 12th FTW IG 652-2727 **Equal Opportunity** 652-4376 FW&A Hotline 652-3665 **EEO Complaints** 652-3749 **Randolph Clinic** 652-2933 **Base Exchange** 674-8917 **Commissary** 652-5102 **Straight Talk** 652-7469

The other 'A' list Reflecting on Air Force summer fatalities

By Col. George Duda 12th Flying Training Wing vice commander

I came across a list recently that contained information about 19 Airmen.

Studying it for a few minutes, it was easy to see the list represented a cross-section of our Air Force. It included an active duty first lieutenant, an Air National Guard senior airman and an Air Force Reserve Command technical sergeant. Women and men were listed, as were various ranks of officers and enlisted members.

The listing was a pretty typical demographic representation of who we are as an Air Force.

I wish I could say these were "A List" Airmen being recognized for their achievements.

Unfortunately, the "A" in this list stood for "accident," as it was the list of Airmen who died in mishaps during the first two months of the 101 Critical Days of Summer this year.

I felt numb looking over the safety statistics that reduced their lives to a few lines of text in a larger report. The most striking feature about the information, though, was how obvious it appeared that most of the accidents could have been prevented.

Predictably, speed, alcohol, darkness or a combination of those contributors were involved in most of the 18 vehicle fatalities. Sadly six of the people who died were not buckled in at the time of their accidents. The remaining death was a drowning.

The Air Force has suffered an average of 20 lost lives in the past three years during the period between Memorial Day and Labor Day. So far this summer, the 12th Flying Training Wing and Air Education and Training Command have

remained fatality free.

I applaud everyone's efforts to date, but implore you to continue to safely conduct your work, travel and leisure activities.

Even though the "critical days" end just around the corner in early September, now is not the time to let your guard down, nor should we forget about safety after the Labor Day holiday. We must all have a year-round focus on personal safety and the safety of loved ones, co-workers and friends.

As Gen. John Jumper, Air Force Chief of Staff, said in a Sight Picture earlier this year, "Safety has to be part of every Airman's daily life – in combat, on the commute to and from work, at home, and on vacation – anywhere you might be."

Let's take care of one another and ourselves. I'd much rather be reading Airmen's names on a promotion or awards

Perception is everything, communication is key

By Col. Jim Hougas Jr.5th Medical Group commander

MINOT AIR FORCE BASE, N.D. – Have you ever been in a conversation where all was going well, then all of the sudden another's eyes glare at you as if you had just insulted his mother?

I had one of those "Maalox moments" while deployed to Prince Sultan Air Base, Saudi Arabia, a few years back.

New to the area of responsibility, in the middle of morning stand up, the wing commander noticed the "pegged fun meter" patch on my flight suit. I was asked to remove it on the spot and sternly reminded that no one, especially one in a leadership position, should ever wear a morale drainer like that.

Offline, he explained my patch conveyed to him a malignant attitude of "if you think today is bad, don't expect it to improve anytime soon." No wonder he hit me with that laser cannon stare. Embarrassed, I explained my genuinely intended sentiment was "Bring it on! I'm primed and eager to tackle any challenge." One patch, two diametrically opposed interpretations.

How often do you think this type of miscommunication occurs in your unit? While hopefully not as dramatic as my example, I suspect it happens more often than we realize.

Effective communication is a two-way street. When speaking, is your intended message getting through? Do you have mannerisms that detract from or confuse that intent? When listening, do you focus on the speaker, or are the words just going in one ear and out the other? Do you ask for clarification when not sure of what was just said? More importantly, if offended by something just said, do

you take the initiative to ask that person (in a nonconfrontational manner, of course) what he or she really meant, or do you just stew about what you think you heard?

Here are a few tips that helped me become a more effective communicator and leader.

- Start with your own winning attitude. Be a source of "positive waves." Every day is a great day, but recognize some days are more fun than others.
- Smile genuinely. In health care, our mantra is "Nobody cares what you know until they know that you care." A warm, engaging smile shows people you are happy to see them and ready to listen.
- **Don't take yourself too seriously**. Good-natured humor helps keep the shop loose, but never at another's expense.
- Address an individual by name and shake his or her hand when you can. Open, receptive body language is critical. With arms unfolded, sit or stand at his or her level, make solid eye contact and nod your understanding of what is said. Watch the body language of those you speak to so you're sure their perceptions and reactions mirror your intent. Address any mismatches on the spot.

Walk this talk every day, and those around you will trust you. Clear and focused multilateral communication will inspire teamwork, and your shop will hum like a finely tuned engine. Even better, you and your Airmen will be prepared for success even on those occasional days that aren't as much fun.

Now, flash me one of your million-dollar smiles and let's get down to business. Your country is depending on you.

(Courtesy of Air Force Print News)

Congratulations Retirees

Today
Senior Master Sgt.
Patrick Fox
Air Education and

Training Command

Master Sgt.
Prentiss Spivey
12th Comptroller
Squadron

Master Sgt. Kenneth Davis Air Force Personnel Operations Agency

Tech. Sgt.
Kenneth Tanks
Air Force Recruiting
Service

Tuesday
Chief Master Sgt.
William Rouse
Air Force Personnel

Retirement announcements should be submitted to the Wingspread office by noon Friday two weeks prior to the desired date of publication. E-mail announcements to randolph.retiree.messages@randolph.af.mil or fax them to 652-5412. For more information, call the Wingspread office at 652-5760.

THE SALUTE

Perfecting, honoring treasured military courtesy

By Tech. Sgt. James BrabenecAir Force Personnel Center Public Affairs

For most people the salute symbolizes the honor and respect inherent in the military lifestyle.

Despite its significance, I've noticed a variety of salutes during my Air Force career such as:

- the "tennis elbow" salute, delivered with the elbow low and close to the body;
- the "Capt. Hook" salute characterized by the cup-like shape of the fingers and palm of the hand;
- the "who goes there?" salute, which features the fingers of the right hand coming to rest somewhere over the right eyebrow; and
- the "Off we go" salute where the right hand flies swiftly forward instead of taking its normal downward path along the gig line.

I'm not quite sure where these salutes came from, because Air Force Manual 36-2203, "Drill and Ceremonies," provides rather concise guidelines.

The manual states to correctly salute, raise the right hand smartly in the most direct manner while at the same time extending and joining the fingers. Keep the palm flat and facing the body. Place the thumb along the forefingers, keeping the palm flat and forming a straight line between the fingertips and elbow. Tilt the palm slightly toward the face. Hold the



Senior Airman Nicholas Lang, Randolph Base Honor Guard, demonstrates a sharp Air Force salute. Airman Lang is assigned to the 12th Communications Squadron. (Photo by Tech. Sgt. James Brabenec)

upper arm horizontal, slightly forward of the body and parallel to the ground. Ensure the tip of the middle finger touches the right front corner of either the billed hat or outside corner of the right eyebrow or the front corner of glasses if no hat is worn. To complete the salute, bring the arm smoothly and smartly downward, retracing the path used to raise the arm.

Sounds easy, but how about the snap

most Airmen prefer?

For that I checked in with Master Sgt. Anthony Gardner, superintendent of the Randolph Air Force Base Honor Guard. He said any movement the honor guard performs only gains its precision through practice – something they do regularly. He added that same adherence to practice will sharpen any Airman's salute.

I recall how practice played a key role

in getting through saluting during basic training. We learned this maneuver then anxiously waited our turns to knock at the training instructor's door, march in, report and smartly salute. We all practiced quietly reciting our report and salute prior to that moment under scrutiny. Invariably nerves set in and many failed, but over time we learned how to deliver a good salute.

Moving on to technical school my awareness of the salute came frequently to bear during change of command and retirement ceremonies. Standing at attention in the hot Mississippi summer heat we answered our group commander's call for "present arms" as hundreds of young Airmen flashed precision salutes.

I'd be a liar if I said my conduct has always been completely exemplary. While on assignment overseas, I'd follow the lead of my golfing buddies and duck under the eaves of a building to keep from rendering honors during the daily two-nation retreat ceremony.

However, I can say those selfish habits are in the past, and I now enjoy saluting. Although I doubt I'll ever be as good as an honor guard member, I do know each opportunity to show respect to the flag or to Air Force officers provides me a chance to perfect my salute.

Practice your salute; it may be a courtesy that grows on you too.

News

Enlisted PME reaches new heights

Leadership course for chiefs in final development stage

By Jon Sladek Air University Public Affairs

MAXWELL AIR FORCE BASE, Ala. – Although the transition to chief master sergeant may never be seamless, a new course developed at the Air Force Senior NCO Academy at Gunter Annex, Maxwell Air Force Base, Ala., will take aim at eliminating some of the obstacles newly promoted chiefs may encounter.

The Chief Master Sergeant Leadership Course, an idea generated by Air Force senior leadership well over a year ago, becomes the fourth level of professional military education for enlisted personnel.

"This course is not a repeat of any other level of PME," said Chief Master Sgt. David Andrews, Air Force Senior NCO Academy commandant. "For the first time, we will focus on the strategic level of leadership for enlisted personnel."

"This course accurately reflects that there is more growth

and development to be done once a person makes chief master sergeant," said Chief Master Sgt. of the Air Force Gerald Murray.

Everything the chiefs learn will deal with issues at the wing-level and above.

More than 46 active-duty, Guard and Reserve chiefs arrived at the Academy Wednesday for a workshop to assist in the final stages of development for the course. The chiefs, representing every major command, will provide feedback as subject-matter experts.

The workshop is designed to mirror the actual eight-academic-day course, which includes having the chiefs sit in the same classes the future students will attend.

"Rather than bring in a bunch of new chiefs (for the first class), we asked the Air Force to send us experienced chiefs with vastly diverse work histories and career fields to attend the initial run, then assist in perfecting the course with critiques and constructive feedback," Chief Andrews said.

According to the chief, one course objective is teaching

attendees how to effectively communicate with their audiences and how to deal with the media.

"These are things chiefs used to have to learn through the school of hard knocks.

Now, they will be better prepared," Chief Andrews said.

"Our Airmen today deserve the absolute best leadership can give them," Chief Murray said. "This course will help develop those leaders."

While countless personnel provided assistance and input for course development, none is more instrumental than the Educational Programs Cadre assigned to the College for Enlisted PME. The college worked feverishly from October 2003 to June 2004 to complete lesson plans and course objectives, said Chief Andrews.

The first class is tentatively scheduled for February 2005, with attendees coming from the November chief's promotion release.

(Courtesy of Air Education and Training Command News Service)

Battle of the Groups

The following is the status for the 12th Flying Training Wing's Battle of the Groups summer safety competition as of Tuesday:

The ultimate goal for each group is to get the least amount of points. Each group is penalized with 1,000 points per reportable mishap, 10,000 per DUI and 1,000 for each member caught not wearing a seatbelt on base. The group population and the numbers listed above are used in a formula to level the playing ground between the groups. Unit members can do various safety promotional events such as seatbelt checks to negate some of the points assessed against a group. The grading scale for reduction points is based on innovation and originality, the number of members involved and the amount of time put into the event. (Information provided by the 12th FTW safety office.)

12th Maintenance Directorate -37.6581 **12th Medical Group** -60.1973 **12th Mission Support Group** -87.4349 **12th Operations Group** -31.9036

OPSEC: Everyone's responsibility

By Bob Hieronymus

Wingspread staff writer

"By using public sources openly and without resorting to illegal means, it is possible to gather at least 80 percent of information about the enemy."

The quote above is taken from an Al Qaeda training manual recovered in Afghanistan and was the lead paragraph of a Secretary of Defense memo written last year.

"If we ever needed a reminder of why we must maintain operations security, that Al Qaeda quote is it," said Gary Ellsworth, 12th Flying Training Wing operations security program manager. "OPSEC has to be a way of life for military people, as natural as breathing and just as important. This global war on terrorism is a very real war. Front lines are wherever we live. Sept. 11 should convince us of this fact."

According to Mr. Ellsworth, the difference between OPSEC and its cousins communications security and TEMPEST is that COMSEC and TEMPEST are concerned with the technical side of communications and electronic equipment while OPSEC usually concerns the way people handle information.

The Interagency OPSEC Support Staff, an office of the federal executive branch, defines OPSEC as "an analytic process used to deny an adversary information – generally unclassified – concerning our intentions and capabilities by identifying, controlling, and protecting indicators associated with our planning processes and operations. OPSEC does not replace other security disciplines – it supplements them."

A real world example recently reported on base may help to explain what that definition means.

A woman talking on her cell phone in the commissary was heard by people nearby in her aisle discussing a certain Airman currently deployed to Southwest Asia. She talked about him by name, his deployment base in Iraq and detailed his mailing address.

Cell phone etiquette aside, this was clearly an OPSEC violation, Mr. Ellsworth said. Identifying individual people with specific locations and units in a combat zone is a violation of security procedures. It may be unclassified information, but it places the individual servicemember at unnecessary risk and may unintentionally reveal unit movements that forecast future military operations.

Personal electronic devices pose new security threat

Every technological advance brings with it some challenge concerning its proper use. This doubleedged sword image applies also to the fastdeveloping world of communications and computers.

Master Sgt. Mance Clark, 12th Security Forces Squadron, pointed out there are a host of new small mass storage and miniature devices that can pose security threats. These can range from fountain pen look-alikes and key chain-mounted "thumb drive" data storage devices, to wrist watches with cameras and data storage, to cell phones, personal data assistants and MP3 devices equipped with cameras or audio recorders. Hostile agents can use any of these to gather information about our military forces or plans

Officials from the National Security Agency have advised that cell phones with integral cameras pose an unacceptable risk to homeland security. Their use or possession in Air Force buildings where classified information is processed is prohibited. Air Force Instruction 31-401 provides the basic guidance about secure areas but local access regulations will be more restrictive as the need is identified. Security forces are authorized to seize suspect equipment and detain the persons possessing it for an investigation.

"Technology is developing faster than we can write regulations about it," Sergeant Clark said. "The bottom line is that we can no longer assume such devices are legal in controlled access areas. When in doubt, call the security office."

For more information, call Sergeant Clark at 652-1357.

"Even though Randolph units are not directly involved in combat operations, people from the base do deploy to hostile locations around the world," Mr. Ellsworth said. "The nature of the global war on terrorism continues to cast its shadow over every American military installation."

The 12th FTW OPSEC critical information list includes

43 categories of information that would be of interest to an adversary and are therefore subject to OPSEC protection. In addition to the obvious things related to handling classified information, some examples of readily available information on the list include:

- Unit rosters, recall rosters and command post access roster
- Temporary duty and permanent change of station orders
- Flying schedules and radio call signs for senior officers
- Flying, maintenance and medical surge capabilities

Military history is full of examples of poor OPSEC working to the advantage of one side or the other. For example, during the early phases of World War II, when the war in the Pacific was not going well for the Allies, an OPSEC ploy was used that changed the outcome of a major battle according to historians.

The Americans had broken the code used for Japanese high level military communications, but did not understand the map grid the Japanese used to identify geographic locations. The Americans knew that the Japanese were planning major naval operations somewhere in the Pacific Ocean, but did not know where.

Suspecting that the Japanese were intending to attack Midway Island, the point farthest west in the Hawaii Island chain and a major air base, American security people carefully planned an intentional OPSEC violation. A message was sent in the clear from Midway Island, in violation of normal security procedures, saying that a water purification facility on the island was broken and in need of immediate repair.

Navy COMSEC people monitoring Japanese radio traffic decoded a message relaying that important OPSEC "slip" along with the map grid code that identified Midway Island as the location of the water problem. With that information, a U.S. Navy task force was able to intercept the enemy fleet and the June 1942 Battle of Midway, as it was known, became a major turning point of the war.

"Operations security is an attitude that affects everything military people do," Mr. Ellsworth said. "If our planners or intelligence people knew the same kind of information about our adversaries that you know about our forces, would we have useful information? If your imagination can come up with a scenario where that could happen, then you have an obligation to protect the information. There is no sense in giving away any of the 80 percent of the information Al Qaeda hopes to gain from open sources."

Warning

"By law" SGLI designation may miss intended beneficiaries

By Capt. Charles Warren

12th Flying Training Wing legal office

Most servicemembers understand the value of being able to leave up to \$250,000 to their loved ones via their Servicemember Group Life Insurance benefit. Many, however, unknowingly put at risk their intended beneficiaries' ability to collect payment from the policy.

By writing "by law" as the policy's beneficiary, an Airman might "forfeit" control of the distribution of his or her SGLI policy's proceeds and open the door to third parties claiming to be beneficiaries under the "by law" distribution scheme.

If a servicemember uses a "by law" beneficiary designation for his or her SGLI, a court may end up interpreting the distribution of his or her benefit using definitions derived from the SGLI statute (38 USC Section 1965-1976) and state laws.

Because state laws vary, the legal definition of terms like

"... For his entire military career, the member sent monthly allotments to his foster parents, the loving couple who had raised him. Yet on his death, his SGLI proceeds went not to the 'parents' he intended, but rather to his drugaddicted natural mother who had abandoned him as a child."

"spouse," "child," "parent" and "next of kin" may not reflect the Airman's intentions. For instance, the term "parent" generally does not include foster parents or stepparents. Sadly, an actual case of a member who died on active duty with "by law" listed on his SGLI illustrates the point. For his entire military career, the member sent monthly allotments to his foster parents, the loving couple

who had raised him. Yet on his death, his SGLI proceeds went not to the "parents" he intended, but rather to his drugaddicted natural mother who had abandoned him as a child.

To prevent this from happening to one's loved ones and intended beneficiaries, Airmen should provide the specific names of the persons they intend to be their SGLI beneficiaries. Also, review the beneficiaries listed regularly – especially when changing duty stations or preparing to deploy and whenever circumstances affecting one's family arise, such as a birth, death, marriage, divorce or separation. This responsible approach best ensures the prompt distribution of the proceeds from an Airman's SGLI policy only to those persons whom he or she wishes to receive payment.

For more information on SGLI benefits, call Tech. Sgt. Judith Miller, 12th Mission Support Squadron military personnel flight, at 652-2276 or the legal office at 652-6781. Airmen can also call the Office of SGLI Information at 1-800-419-1473 for further information.

LOWER SEGUIN ROAD CONSTRUCTION

The first phase of reconstruction of Lower Seguin Road is in progress. This phase includes the closing of Woman Hollering Creek Bridge with access from FM 1518 blocked.

This phase of the project should be complete this fall. The South Gate remains accessible by way of Loop 1604.

GATE HOURS DURING HARMON DRIVE CONSTRUCTION

MAIN GATE/HARMON DRIVE

- Monday through Friday two lanes inbound from 6 a.m. to 1 p.m.
- Monday through Friday two lanes outbound from 3 p.m. to 6 p.m.
- Closed all other times including weekends, holidays and family days

SOUTH GATE (Two-way traffic)

- Monday through Friday 6 a.m. to 6 p.m.
- Closed weekends and holidays

EAST GATE (Two-way traffic)

- · Monday through Friday 6 a.m. to 10 p.m.
- Saturday 9 a.m. to 10 p.m.
- · Sunday and holidays 9:30 a.m. to 10 p.m.

WEST GATE (Two-way traffic)

- 24-hour operations, seven days a week
- Commercial vehicle entrance

HIGH SCHOOL GATE

Closed

Civilian position fill process going 'PRO'

By Bob Hieronymus Wingspread staff writer

"Empowerment' is the key word to describe how the new system to fill civilian positions has been received by unit officials here," said Nora Smits, 12th Mission Support Squadron personnel resource official and primary PRO trainer for Randolph units.

A six-month test of the new system for filling vacant civilian positions is currently scheduled to close here the end of August but may be extended. Randolph has been one of seven Air Force bases where the new system has been tested, but results will be carefully studied by the Air Forcer Personnel Center before wider application is initiated.

"Managers at the unit level found that they have more direct control over the routine filling of vacant civilian positions, and that's important for both the units and the people," said Ms. Smits.

The Secretary of the Air Force directed that a better way be found to handle the process of filling civilian positions because it was taking an average of 41 days to fill vacancies, with up to ten levels of reviewing officials involved. The goal is to reduce that time

to three days for routine actions and less than six days for non-routine situations. The number of levels at which approving actions are necessary will also be reduced.

"We've not reached that goal, yet," Ms. Smits said, "but great goals are never reached when you don't aim for them. The new system has the potential of moving us toward that kind of processing efficiency and that's an improvement over where we've been."

The person who makes the system work is the unit PRO, Ms. Smits said. There are 21 of them in various units of the 12th Flying Training Wing, as well as 33 in the tenant organizations.

The PRO is the liaison between the unit manager and the human resources people at higher headquarters, she explained.

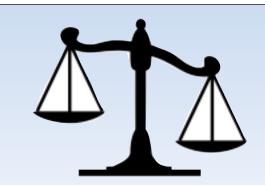
When a civilian vacancy is identified in a unit, the PRO initiates a Request for Personnel Action through an Oracle-based program, filling in various blocks of data and sending it by e-mail up the chain. The speed of e-mail and the conciseness of the form makes it possible for approvals to be made and communicated quickly, Ms. Smits said.

"Response from our unit PROs has been good," Ms. Smits continued. "They have been really cooperative and enthusiastic about learning and using the new forms. They can see immediate results at their level. That gives them confidence that the system will produce the results we've been promised."

The next major development on the civilian human resources horizon is conversion to the National Security Personnel System, tentatively scheduled to begin about the middle of 2005. The NSPS was signed into law in November 2003 as part of the National Defense Authorization Act for Fiscal Year 2004. It will allow the DoD to be more competitive in the overall national personnel market.

"The NSPS will probably change the way civilian jobs are graded and classified," Ms. Smits said. "That will be a significant change from the present job and pay grades to something called pay bands. There will be new ways to manage and reward work quality with a concept of pay for performance. There will be more flexibility in how people are hired and promoted, and how positions are managed. The new Air Force PRO program dovetails neatly into the NSPS program."

Details of the NSPS are still developing, but current information can be found at the Web site, www.cpms.osd.mil/nsps.



Legal office hours

The base legal office's hours of operation are as follows:

- Office hours, notary services and powers of attorney; Monday through Thursday from 7:30 a.m. to 4:30 p.m. and Friday from 7:30 a.m. to 2 p.m.
- Legal assistance by appointment only; Monday from noon to 3:30 p.m., Tuesday from 8:30 a.m. to noon and Wednesday from 8:30 a.m. to noon
- Walk-in legal assistance; Thursday from 8-10 a.m.
- Walk-ins with an initial notification of damage with a DD Form 1840R; Monday through Thursday from 7:30 a.m. to 4:30 p.m. and Friday from 7:30 a.m. to 2 p.m.
- Filing claims by appointment; Monday and Tuesday from 8 a.m. to 3 p.m.
- Weekly claims briefings for transportation claims; Wednesday at 1:30 p.m.

For more information, call the main office at 652-6781 or the claims office at 652-3110.

Air Force seeks career-enlisted aviators

WASHINGTON – Opportunities for Airmen to become enlisted aviators are taking off as nine aircrew specialties are opening up for retraining.

The Air Force's senior enlisted aviator said more than 360 training slots are available for enlisted Airmen in ranks senior airman through master sergeant.

Chief Master Sgt. Tim Steffen, enlisted aviator career field manager, said the service has been aggressively recruiting enlisted aviators through several avenues, including notices on monthly leave and earnings statements and "head hunters."

"Our recruitment drive has quickly gained momentum, and considering all the fantastic

opportunities available, it's hard to believe so many positions remain unfilled," Chief Steffen said.

First-term Airmen assigned to units within the continental United States may not apply before the first duty day of the month in which they complete 35 months of their enlistment (59 months for six-year enlistees). They must apply before the last duty day of the 43rd month of the enlistment (67 months for six-year enlistees). Airmen stationed overseas may apply between the 15th and ninth month before the date they are eligible to return providing they will enter the 35th month of service (59th for six-year enlistees) on or before their return date.

Many of the retraining slots became available with the release of the fiscal 2005 noncommissioned officer retraining program, the chief said.

"Flying duties are incredibly challenging and extremely rewarding," he said. "Along with the chance to fly all over the world, another great reason for becoming a CEA is the incentive pay."

CEAs are entitled to a monthly incentive pay based on the number of years of aviation service, not rank. Specifically, Airmen with four years or less of aviation service receive \$150 per month. Airmen with more than four years earn an extra \$225, and those with more than eight years earn \$350. Airmen

with more than 14 years of aviation service collect \$400.

Positions are available for in-flight refueling specialists, flight engineers, loadmasters, airborne communications and electronics specialists, airborne battle management systems specialists, airborne mission systems specialists, flight attendants, aerial gunners and airborne cryptologic linguists.

For more information, contact the military personnel flight at 652-3054 or visit the dot-mil restricted CEA Web site at https://www.xo.hq.af.mil/xoo/xoot/xoota/CEA/cea.htm.

(Courtesy of Air Force Print News)

2004 Air Force Club Membership Drive begins in September

By Jennifer Valentin Wingspread staff writer

The 2004 Air Force Club Membership Drive kicks off Sept. 2 with parties at both the enlisted and officers' clubs. During the parties, which last from 4-7 p.m., customers can enjoy drink specials, complimentary food and entertainment.

"As always, the goal of the drive is to increase worldwide club membership and inform the Air Force community about the benefits of membership as well as the various activities our clubs offer," said Shelta Reese, 12th Services Division marketing director.

During the kickoff bash, there are membership teams in the lobbies of both clubs for those who are not club members and would like to join.

The "Get In On It" campaign, which is part of the membership drive this year, offers free cash rewards to both existing and new members. Air Education and Training Command will award six prizes to their clubs at the end of the membership drive. There is one grand prize drawing for \$3,000; two drawings for \$1,000 and three drawings for \$500 with one for new members and one for current members.

Both new and current members are eligible for club card account credits, which will be distributed during prize drawings. During the campaign, a free cash rewards program will also be offered by Bank One.

After signing up, new Randolph club members also receive a Services coupon book valued at \$200, a coupon good for two Sunday brunches at the officers' club, or \$20 in club bucks for the enlisted club. New club members do not have to pay dues until 2005.

"Club membership is a great opportunity for Randolph personnel," said Ms. Reese. "With a membership comes many benefits and lots of fun!"

For more information about the "Get In On It" membership campaign or about the membership drive, call the enlisted club at 652-3056 or the officers' club at 652-4864.

Recruiter

Continued from Page 1

and has trouble with ringing in that ear, but the other wounds seem to be healed, for which he is profoundly thankful.

The recruiting work went on, despite the efforts of the Iraqi radicals.

"Our team traveled extensively in country always with a translator and armed guards," the sergeant said. "We called them our shooters. Of course, we also carried weapons, but I didn't have to use mine for combat while I was there."

"The real challenge," he said, "was in balancing the various factions that define the ethnic makeup of the population. The Shiites, Sunnis and Kurds all demand to have their place at the table, so to speak. And we literally sat down to eat with all the different groups, sometimes sitting on the ground on a mountain side and sharing whatever the local people ate."

Reflecting on his Air Force career, Sergeant Elmore said he never could have imagined he would have this kind of assignment when he enlisted 18 years ago from his home in Florence,



Brig. Gen. C.N. "Dutch" Remkes, Air Force Recruiting Service commander, awards the Purple Heart to Master Sgt. Gregory Elmore. (Photo by Staff Sgt. Marti Ribeiro)

S.C. For his first 11 years, he was a ground radar maintenance technician. He also served as an instructor at the Airman Leadership School at Shaw Air Force Base, S.C.

"Looking back on it now, I realize how honored I was to have been selected for the Iraqi recruiting work," he said. "Yes, I'd do it again because I can see the value in what we did and the people on our team were really professional."

RFISD superintendent awarded regional honors

By Jennifer Valentin Wingspread staff writer

The Randolph Field Independent School District superintendent was recently named the Regional Superintendent of the Year.

Dr. Barbara Maddox, who has served in the position for 12 years, was selected by the Region 20 Education Service Center, which serves San Antonio and the surrounding 13 counties.

"It was a great honor to have been nominated by our Board of Trustees for this award," said Dr. Maddox. "Then to have been selected as Regional Superintendent of the Year was even more overwhelming.

"It of course would not have been possible for me to receive the award had it not been for the outstanding work of our teachers, administrators and board members, along with our highly supportive parents."

Under Dr. Maddox's leadership, RFISD has been named an exemplary school district by the Texas Education Agency, and each of the three schools in RFISD have been rated exemplary. In addition, both the elementary and middle schools have been selected as Blue Ribbon Schools, which is the highest honor

given to a school by the U.S. Department of Education.

Dr. Maddox was judged on a variety of criteria, including district accountability ratings, financial status and a series of questions involving her leadership, community involvement and dedication to the students.

Dr. Maddox, along with 19 other superintendents, will go on to represent the region in the state competition, judged by the Texas Association of School Boards. The winner will be announced in late September.

"Randolph schools are exceptional in so many ways, and I always feel blessed to be a part of such a wonderful organization," Dr. Maddox said.

Prior to becoming the RFISD superintendent, Dr. Maddox spent three years as the district's assistant superintendent and five years as their curriculum director. Before tenure with RFISD, Dr. Maddox spent 12 years with the Schertz-Cibolo-Universal City Independent School District as a teacher, assistant principal, vice principal and then as principal. She began her education career in 1965 as a teacher in the North East Independent School



Dr. Barbara Maddox, left, Randolph Field Independent School District superintendent, talks with Rita Polen, executive director of instructional services, about the upcoming school year. (Photo by Jennifer Valentin)

NEWS BRIEFS

Investigative Officers' Course

The 12th Flying Training Wing hosts a Secretary of the Air Force Investigative Officers' Course Nov. 16-18. The course trains non-inspector general personnel on how to perform investigations. All officers and senior NCOs are eligible to attend, and only 50 slots are available.

For more information, call Capt. David Parrish at 652-6313

Passport and visa requirements

Military and civilian employees and their dependents being assigned to overseas locations may be required to have a government-issued passport and a visa prior to travel. A passport is proof of citizenship provided by a person's home country. A visa is permission to enter granted by the country being visited. Dependents accompanying a sponsor on an overseas assignment need a government-issued passport to live in-country. A tourist passport allows only a limited stay in a country.

Appointments to process applications are required at the Randolph passport office in Building 399. Military members should call Debbie Hall at 652-3633 or David Perry at 652-2320, for appointments. Civilian employees should call Norma Hernandez at 652-6224.

Randolph clinic formulary clarified

The Brooke Army Medical Center recently deleted several medications from their formulary, the list of medications stocked at its pharmacy. BAMC deleted all strengths of Allegra, Celebrex, Vioxx and Zyrtec.

Because the 12th Medical Group is strictly a small family practice facility, it does not have the resources to

absorb all the prescriptions for these medications that were formerly filled at BAMC. The Randolph pharmacy no longer accepts or fills any new prescriptions for Allegra, Celebrex, Vioxx or Zyrtec. The only exception to this is some Vioxx and Zyrtec prescriptions for children ages 6-24 months. Patients with refills left on existing prescriptions are allowed one last refill (30 day supply only), but only through Oct. 31.

Patients seeing civilian providers are given the option of receiving a 30-day supply of these medications, with no refill, to allow them time to get back with their providers.

The pharmacy has information on the TRICARE Mail Order Pharmacy (for beneficiaries without prescription insurance) or customers may call 1-866-363-8667.

For more information, call Capt. Kay Lacis at 652-4127.

Loud and clear



Staff Sgt. Vanessa Trujillo, command post day shift NCO in charge at a deployed location, notifies base personnel of an incoming attack using the Giant Voice system. The command post where she is deployed is responsible for tracking and supporting more than 30 airlift missions daily and for providing notification of incoming attacks to the more than 2,000 Air Force people on base. Sergeant Trujillo is assigned to the 12th Flying Training Wing command post. (Courtesy photo)

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in the Wingspread

☆ Cash awards went to 21 civilian employees on Randolph through a program similar to today's Innovative Development through Employee Awareness program. Frank Carty received a sustained superior performance award of \$300. Other awards ranged from \$35 for a welding aid that saved an estimated \$661 annually, to \$10 for a safety belt for electric linesmen.

☆ Air Force Chief of Staff Gen. Nathan Twining reported that the Air Force has reached the level of 124 operational wings, with only 13 more to go to reach the goal of 137 wings. In the previous six years, the Air Force grew from a low of 42 wings. "We need more air bases, more housing, and more hangers – things just as important as planes and bombs in our ability to hold the peace," he said.

↑ The Corral Club was the latest addition to the riding stables. It was planned to provide regular horse drill teams and possibly polo matches for people keeping horses on base.

The enlisted club scheduled a live boxing and judo exhibition. A crowd of about 400 attended a previous exhibition two weeks earlier and it was hoped that this show would be even larger.

A long weekend of free entertainment was forecast for San Antonio to celebrate Davy Crockett Week. All the military bases in town were to have open houses and an 800-person mass square dance was planned in front of the municipal auditorium. Audie Murphy, the most decorated soldier of World War II, was in town for the premier of his movie, "To Hell and Back," in which he played himself.

Air Force Birthday Ball tickets now on sale

By Lt. Col. John Blumentritt

Air Education and Training Command command action group

Tickets to the 2004 Air Force Birthday Ball Sept. 18 are now on sale. This year's event begins at 6 p.m. with a social hour in the Gateway Club at Lackland Air Force Base, followed by dinner at 7 p.m.

The Alamo Chapter of the Air Force Association and the 433rd Alamo Wing are hosting the birthday celebration.

The 2004 theme, "Total Force Projecting Air

and Space Power," was chosen to pay tribute to the entire Air Force Team – active duty, guard, reserve, cadet, civilian, contractor, family members and volunteers who keep the Air Force and nation moving forward.

Retired Chief Master Sergeant of the Air Force Bob Gaylor is the featured guest speaker.

Celebrating the Air Force birthday is an honored tradition, and one that the entire Air Force team should embrace, event organizers said

All service members are encouraged to attend and join in the celebration. In addition to

the excitement associated with the ball, attendees will receive a free commemorative coin and organizers have booked a professional photographer to capture the moment for a nominal fee.

Ticket prices are \$20 a person for staff sergeants, GS-9 employees and below, and \$30 for all others. Dress is mess dress for officers, mess dress or semiformal for enlisted and black tie/formal for civilians. Attendees need not be AFA members.

For tickets or for more information, call 652-5844

Surprise visit



Two U.S. Marine Corps MV-22 Osprey's prepare to take off from Randolph's east ramp Saturday during a training mission here. The stop over was the first time Ospreys have visited the base. The aircraft's tilt rotors allow it to take off

and land like a helicopter, but fly like an airplane. These aircraft are currently undergoing tests and evaluation at Marine Corps Air Station New River, N.C. (Photo by Capt. Brandon Lingle)

Randolph Retiree Office helps former military

Retiree services offered

The Randolph Retiree Office offers the following services:

- Issues and renews vehicle decals to military retirees and dependents
- Provides tax assistance for military retirees and dependents
 Interviews, analyzes problems and refers retirees to
- the proper agency
 Supplies SF Form 180 for contacting the National
- Personnel Records Center
- Sponsors defensive driving courses
- Cooperates with local government agencies
- Counsels military retirees on organizing personal affairs
- Publishes semi-annual newsletter
- Sponsors annual Retiree Appreciation Day
- Represents the wing command section for resolving military retiree complaints and problems

The retiree office does not provide the following services, but will refer retirees to the appropriate office:

- DEERS actions
- Legal matters
- $\bullet \ Allot ments$
- Awards and decorations
- Survivor benefits

By Jennifer ValentinWingspread staff writer

The Randolph Retiree Office offers retired military, their family members and surviving spouses a place to go for activities and information.

"Our office is a great place for a retiree to quickly register a vehicle, or seek information on topics such as tax help, defensive driving and much more," said Retired Col. Jim Scarff, retiree office director.

The retiree office is a central source of information for all base services and activities important to retirees.

"We are a place for retiree concerns and complaints, which relieves the active duty agencies of that effort," said the colonel.

It publishes a semi-annual retiree newsletter, designed to keep retirees informed about the latest policies and procedures that affect them.

With the combined efforts of the retiree office, personnel and finance, the office is "one-stop shopping" for many needed services. The office also interacts with local, federal and state agencies for matters on retiree pay, social security and TRICARE benefits.

On average, the office serves 150 retirees and spouses per month through telephone conversations and office visits.

Besides helping retirees and their family members with certain necessities such as government forms, personal affairs planning information and vehicle registration, the retiree office also hosts the annual Retiree Appreciation Day.



Paul Quinlin, left, retiree office staff coordinator, checks a retiree's identification card to make sure he is eligible to use the different services the office provides. (Photo by Jennifer Valentin)

The event is a way to say thank you to local retirees and their family members, said Mr. Scarff.

"The event includes free screenings and health check-ups, such as glaucoma screenings and blood pressure readings," he said. "There are also information tables, prize drawings and free food."

The retiree office is located in the basement of Pitsenbarger Hall. The office is open Monday through Friday from $9\ a.m.$ to $3\ p.m.$

For more information, call 652-6880.

Alternative Dispute Resolution Workshop

Air Education and Training Command and the Air Force general counsel's Dispute Resolution Division is conducting an Alternative Dispute Resolution Program Design Workshop from Tuesday to Thursday in San Antonio.

The workshop will assist AETC and its member installations in developing an alternative dispute resolution plan for the command and help AETC bases develop or

improve their own resolution programs for workplace disputes.

Attendees include representatives from the legal, personnel, and equal employment opportunity offices at each AETC base, plus union representatives. Leading the workshop is Joseph McDade Jr., deputy general counsel for dispute resolution and Air Force dispute resolution specialist. Col. Michael Hudson, director of AETC personnel and Col. LeEllen Coacher, AETC judge advocate, are opening the workshop.

For more information about the Air Force ADR Program, visit the ADR Web site at www.adr.af.mil.

OPENSION Simulated deployment process

Simulated deployment process answers questions, eases fears

By Jennifer Valentin Wingspread staff writer

As the wide-eyed child stared ahead listening to the speakers, his mother leaned over and whispered, "This is exactly what daddy was told before he left for his deployment."

The boy listened carefully as members from the base chapel, family support center and military personnel flight each covered what services they have to offer the deploying members and what the Airmen should expect when they arrive at their destination.

This mock deployment line the boy and about 40 other base children and parents underwent on Saturday was part of Operation Families Learning About Global Support.

The program, better known as Operation FLAGS, was a chance for children to experience a military deployment first hand. Programs similar to Operation FLAGS are already in place at some bases throughout the Air Force.

"The event, sponsored by the family support center, is a simulated deployment process in which children participate and see what their parent or parents go through before deploying," said Master Sgt. Todd Remington, family support center NCO in charge of readiness. "Children are sometimes scared of their parent

deploying because they don't really know what goes on when they do. This 'junior' deployment line gave children the chance to experience the process their mothers and fathers have to go through giving them a better understanding of what happens."

During Operation FLAGS, the children go through a mock deployment processing line with many of the various base agencies their parents would talk with, as well as visit various equipment, uniform and chemical gear displays.

"I really enjoyed being able to look at and hold the weapons and try on the gas mask," said Jalen Edmonds, son of Staff Sgt. Susan Edmonds and Tech. Sgt. Darnell Edmonds, 12th Flying Training Wing. "I was glad I got a chance to see what my parents go through when they have to deploy. When my dad deployed, I didn't know what he had to do, and now I understand the process."

Spouses of deployed members who attended Operation FLAGS said they also found the event to be a very valuable experience.

"I took my two children to the event," said Mary Vaughn, whose husband is currently on a remote tour. "They really enjoyed the displays, and I think it helped them better understand what their dad is doing while he is away, and what preparations he goes through before leaving."

Ms. Vaughn added that she would recommend that other families attend the event, should the opportunity

arise next year.

"It makes the whole process less scary for the children," she said.

One Randolph member who heard about the event, brought the son of one of his deployed troops to it.

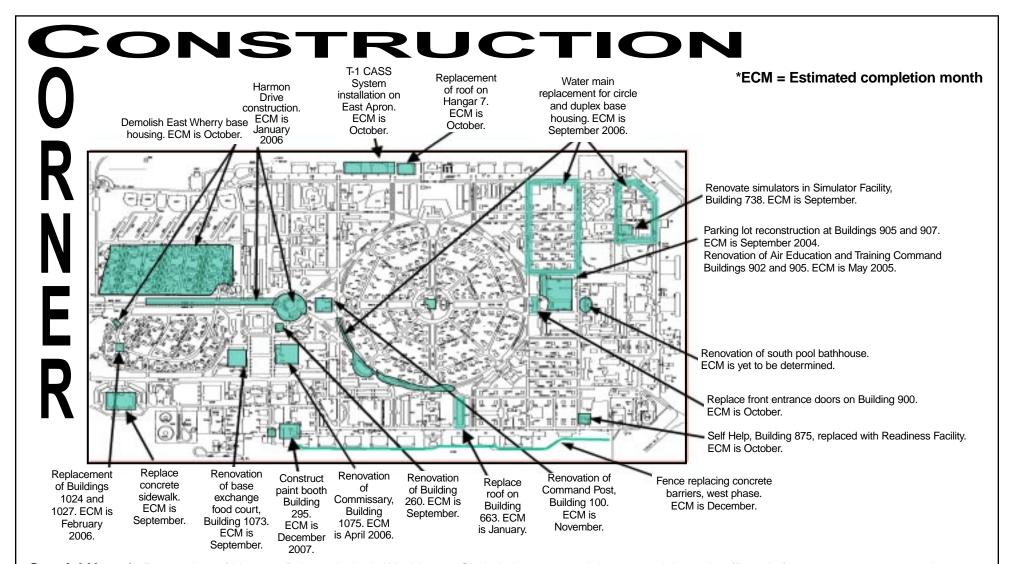
"When I learned about Operation FLAGS, I immediately thought of Joey, the son of one of my deployed troops," said Lt. Col. Morris Benson, Air Education and Training Command environmental division. "This has been a tough separation for him, and I thought the event would be a great way for him to better understand what his dad did to prepare for deployment."

The colonel added Joey really enjoyed the event.

"He especially liked the weapons display and the visit to the deployment center where the equipment is stored and issued," said Colonel Benson. "His mom said he talked about it for hours after coming home. He even wore the dog tag he was given on the first day of school. I think it will help Joey cope better with the rest of the separation."

Looking back on the event, Sergeant Remington said it was a great success.

"I am very pleased with how things went," he said.
"We received very positive feedback from children and parents alike. Since this is the first time we have held this event, we found some things we can change to make the event even better in the future. I am really excited, however, to have built a foundation to start this on."



Special Note 1: Renovation of Harmon Drive to include Washington Circle is in progress. It is open to inbound traffic only from 6 a.m. to 1 p.m. and outbound traffic only from 3-6 p.m. Monday through Friday only.

Additional renovation: Phase 1 of 3 of the reconstruction of Lower Seguin Road is in progress. This phase includes the closing of Woman Hollering Creek Bridge. The South Gate remains accessible by way of Loop 1604. Phase 1 should be complete this fall.

AFPC squeaks by AFRS 6-5, advances in playoffs

By Staff Sgt. Lindsey Maurice 12th Flying Training Wing Public **Affairs**

Air Force Personnel Center Airman Assignments Division kicked off the extramural softball championship playoffs Aug. 13 with a 6-5 win over the Air Force Recruiting Service.

"It was a good first game," said AFPC coach Chris Tateo. "AFRS was great competition and stuck right with us, but we worked as a team and won the game."

The recruiters took an early two-run lead in the top of the second inning with a double from Frank Crisostomo followed by a two-RBI single from Jerry Thayer.

But personnelist Robert Walden answered back in the bottom of the third with a three-run home run to left center field for a 3-2 AFPC

With a Brenda Miller double and two quick outs in the top of the fourth, AFRS's Crisostomo pounded another RBI double to left field followed by a run-scoring single from Alli Carmier. AFRS regained the lead at 4-3.

In the bottom of the fifth AFPC's Camille Hayden scored another run off of a single to center field, backed by a two-run double to center field from Walden to put



Air Force Personnel Center's Camille Hayden hustles to catch a grounder.



Air Force Personnel Center's Pam Tarpey leans forward to tag out Air Force Recruiting Service's Noreen Patton during a first round game of the Randolph Extramural Softball playoffs Aug. 13. (Photos by Steve White)

AFPC out front for good.

With time running out at the top of the seventh because of a 50minute or seven inning limit, AFRS's Gil Carmier hit an RBI single to center field to score the recruiters last run of the game.

The personnelists played two more games Aug. 13, losing to the Air Force Occupational Measurement Squadron 8-4 and then defeating the Air Force Manpower Agency 11-1. In other games, the Joint Personal Property Shipping Office defeated AFMA 14-4 and the 12th Comptroller Squadron 17-14. The 12th CPTS then defeated the AFRS 6-4.

The next round of the Randolph Extramural Softball Championship playoffs is tonight at 6 p.m. on Yankee field when the 12th CPTS plays AFPC in the loser's bracket, followed by the winner's bracket game at 7 p.m. between AFOMS and JPPSO.



Air Force Personnel Center's Kevin Kelly gears up to throw the ball to first base after forcing Air Force Recruiting Service's Gil Carmier out at second base.

SPORTS SHORTS

JEAD Bowl-a-thon

The Air Education and Training Command, Air Force Personnel Center, Air Force Recruiting Service and 12th Flying Training Wing Top 3 are hosting a bowl-a-thon Aug. 27 at the bowling center. Check-in begins at noon, followed by bowling at 1 p.m. All proceeds will be used toward the Randolph Junior Enlisted Appreciation Day Picnic this fall.

For more information or to participate, call Senior Master Sgt. Felipe Campos at 652-7152, Master Sgt. Tammy Robel at 565-2477 or Master Sgt. Jeff Walton at 652-2300.

Bike race

The fitness center hosts a 10-mile bike race Aug. 28 starting at 8 a.m. at Eberle Park. Pre-registration begins Monday and on-site registration is available the day of the race. There is no entry fee and the race is open to all ages.

There are male and female categories and first and second place awards for each category. For safety reasons, helmets are

For more information, call 652-5316.

Varsity basketball tryouts

Men's varsity basketball team tryouts are Monday through Wednesday from 6:30-8:30 p.m. at the fitness center, Hangar 70. The women's tryouts are Aug. 30 through Sept. 2 from 6:30-8:30 p.m. Active duty members, civilians and family members 18 and over are eligible to participate.

For more information, call 652-5326.

5K Freedom Run

The fitness center hosts a 5K Freedom Run Sept. 11 beginning at 10 a.m. at Eberle Park. The event is free and all participants receive a 9/11 T-shirt.

For more information, call 652-5316.

Female bowling league

The bowling center is looking for women interested in joining the Thursday morning ladies' bowling league. The

required and all riders should bring water league meets Thursdays at 9 a.m. at the

For more information, call Lou Warden at 658-7534 or Julie Parr at 658-1455.

Family Golf Special

The Randolph Oaks Golf Course offers a family special Monday through Friday after 6 p.m. Adults can golf for \$2 and children for \$1.

For more information, call 652-4653.

Discounted golf

Now through Sept. 30, base golfers receive \$4 off the Randolph Oaks Golf Course regular rates and \$2 off its "twilite" rates. Also, those members who have annual fee cards that are good through this timeframe receive a twomonth extension on the expiration date. (Dec. 31 through Feb. 28) at no extra charge.

The discounts are due to the inconveniences customers may experience during this time due to course reservations.

For more information, call 652-4653.

Fit to fight

In an effort to recognize those Randolph people who achieve an "excellent" rating on the Air Force Fitness Test, which is a 90 percent or above, the Wingspread has implemented this "Fit to Fight" column, in which the names of these individuals and their unit are featured. Scores are divided into two categories those who score 100 percent and those who score between a 90 and 99.95 percent.

The following are members who recently earned this benchmark score:

90s and above: 12th Flying Training Wing

Lt. Col. Mary Boucher 95 Tech. Sgt. Valerie Lloyd 96.25 Capt. Paul Villagran 90

